

3 FAH-2 H-200 Appendix H

Local Compensation Plan

State, USAID, USIS, USDOC, USDA, DOD

(Sample)

| Post _____ | Rates Stated in Local Currency Units of _____ | | | | | | | | | | | | |
|---|--|--------------------------------|------------------------|---------------------------------|-------|--------|--------|--------|--------|--------|--------|------|-----|
| Basic Salary Rates (BR) 40-Hour Basic Workweek | | | | | | | | | | | | | |
| | STEP RATES | | | | | | | | | | | | |
| | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | WGI |
| FSN-9 | | | | | | | | | | | | | |
| 81272 | 84523 | 87774 | 91025 | 94276 | 97527 | 100778 | 104029 | 107280 | 110531 | 113782 | 117033 | 3251 | |
| FSN-8 | | | | | | | | | | | | | |
| 73884 | 76839 | 79794 | 82749 | 85704 | 88659 | 91614 | 94569 | 97524 | 100479 | 103434 | 106389 | 2955 | |
| FSN-7 | | | | | | | | | | | | | |
| 67167 | 69854 | 72541 | 75228 | 77915 | 80602 | 83289 | 85976 | 88663 | 91350 | 94037 | 96724 | 2687 | |
| FSN-6 | | | | | | | | | | | | | |
| 58527 | 60868 | 63209 | 65550 | 67891 | 70232 | 72573 | 74914 | 77255 | 79596 | 81937 | 84278 | 2341 | |
| FSN-5 | | | | | | | | | | | | | |
| 53176 | 55303 | 57430 | 59557 | 61684 | 63811 | 65938 | 68065 | 70192 | 72319 | 74446 | 76573 | 2127 | |
| FSN-4 | | | | | | | | | | | | | |
| 48342 | 50276 | 52210 | 54144 | 56078 | 58012 | 59946 | 61880 | 63814 | 65748 | 67682 | 69616 | 1934 | |
| FSN-3 | | | | | | | | | | | | | |
| 39304 | 40876 | 42448 | 44020 | 45592 | 47164 | 48736 | 50308 | 51880 | 53452 | 55024 | 56596 | 1572 | |
| REMARKS: | | | | | | | | | | | | | |
| 1. Premium pay, CSR deductions and contributions to host government social insurance system are computed on basic salary rates shown above. | | | | | | | | | | | | | |
| 2. The waiting period for all periodic step increases is 52 consecutive weeks. | | | | | | | | | | | | | |
| 3. Saved rate cases -- FSN-8 Eric Carroll, 108516, FSN-5 Shelly Kornegay, 89564. | | | | | | | | | | | | | |
| 4. Bonus payments and severance payments are paid in accordance with rules attached. | | | | | | | | | | | | | |
| 5. Authority to grant additional CSR appointments withdrawn by Washington 12/7/77. | | | | | | | | | | | | | |
| ATTACHMENTS: 1. List of Authorized Holidays | | | | | | | | | | | | | |
| 2. Vacation Bonus Payment Plan | | | | | | | | | | | | | |
| 3. Severance Pay Plan | | | | | | | | | | | | | |
| 4. Separation Notice Plan | | | | | | | | | | | | | |
| 5. Premium Pay Plan | | | | | | | | | | | | | |
| 6. Exception Rates | | | | | | | | | | | | | |
| Participating Agencies Signatures: | | | | | | | | | | | | | |
| _____ | _____ | _____ | _____ | _____ | | | | | | | | | |
| Admin Officer State | Executive Officer AID | Public Affairs Officer USIS | Defense Attache DOD | Agriculture Attache USDA/FAS | | | | | | | | | |
| Approved by American Embassy, _____ (post) on _____ (date) | | | | | | | | | | | | | |
| Effective Date: August 11, 1991 | | | | | | | | | | | | | |

Premium Pay For Fsn Employees

(SAMPLE)

POST: _____

EFFECTIVE DATE: August 11, 199

I. DEFINITIONS AND RULES

1. BASIC WORKWEEK is the defined days of the week in which a full time employee is scheduled to work.

2. REST DAYS are the defined one or two days per week in which a full time employee is not scheduled to work.

3. BASIC WORKWEEKS AT POST DAYS CONSIDERED TO BE

| | REST DAY A | REST DAY B |
|----------------------|------------|------------|
| A. Monday - Friday | Saturday | Sunday |
| B. Monday - Saturday | none | Sunday |

4. TOURS OF DUTY are the defined hours for work within an employee's basic workweek.

5. HOURLY SALARY is annual salary divided by 2080, divided by the workweek factor.

6. WORKWEEK FACTOR is the number of total hours in an employee's basic workweek, divided by 40.

Workweek factors for (post) are:

| | |
|------------------|-------|
| 40 hour schedule | 1.000 |
| 44 hour schedule | 1.100 |
| 48 hour schedule | 1.200 |

7. SALARY for purposes of premium pay calculations is defined as: Basic Rate

8. REGULAR PAY is total pay (BR plus allowances, if any) for work during an employee's basic workweek, exclusive of overtime pay, holiday pay, or differential. Regular pay is also provided for a paid holiday or observed holiday that occurs during an employee's basic workweek whether or not the employee is required to work.

9. OVERTIME PAY is compensation for work performed outside the total hours in an employee's basic workweek hours.

10. If an American holiday falls outside of the employee's basic workweek, an alternate day within the employee's basic workweek will be designated as the employee's OBSERVED HOLIDAY. Work during the basic workweek on an Observed Holiday entitles the employee to Holiday Pay.

11. HOLIDAY PAY is a premium paid for work performed on a holiday observed during the employee's basic workweek hours. Holiday pay is paid in addition to regular pay. (Work performed on a holiday outside the employee's basic workweek hours is compensated with overtime pay.) The local holiday pay rate applies to work on a local holiday. The American Holiday pay rate applies to work on an American holiday that is not also a local holiday.

12. NIGHT DIFFERENTIAL is a premium paid for work during basic workweek hours between ____ p.m. and ____ a.m. and is paid in addition to regular pay. Work at night outside of the employee's basic workweek hours is compensated with overtime pay.

13. SPECIFIC DAY DIFFERENTIAL is a premium paid for work during basic workweek hours on the specified day which at (post) is defined as _____ and is paid in addition to regular pay. Work on the specified day outside the employee's basic workweek hours is compensated with overtime pay.

14. COMPENSATORY PAY may be granted in lieu of overtime pay, at the rate of one hour of compensatory time for each hour of overtime worked. Compensatory time must be used within -- pay periods after the end of the pay period in which it is accrued. Compensatory time not used within this time period is forfeited.

II. CODES

| | WORKWEEK | REST DAY A | REST DAY B |
|------------------------------|------------|------------|------------|
| OVERTIME | OT1 OT2 | OT1 OT2 | OT3 |
| LOCAL HOLIDAY | LH1 | N/A | N/A |
| AMERICAN HOLIDAY | AH1 | N/A | N/A |
| NIGHT DIFFERENTIAL | ND1 | N/A | N/A |
| SPECIFIC DAY DIFFERENTIAL | SD1 | N/A | N/A |

III. AUTHORIZED RATES

(Sample rules)

OT1: 100% of HS plus 25% of HS for each of the first 8 hours of overtime worked each week.

OT2: 100% of HS plus 50% of HS for the ninth and each successive hour of overtime worked each week.

OT3: 100% of HS plus 75% of HS for each hour of overtime worked.

LH1: 100% of HS for each hour worked (in addition to RP).

AH1: 100% of HS for each hour worked (in addition to RP).

ND1: 50% of HS for each basic workweek hour worked between 9:00 p.m. and 6:00 a.m. (in addition to RP).

SD1: None authorized. RP only.

HS = Hourly Salary

RP = Regular Pay

N/A = Not Applicable